

Curriculum vitae

Helene Loe Colman

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EDUCATION

- 2004 - 2008 PhD in Strategic Management, BI Norwegian School of Management
1997 - 1999 Cand.polit. University of Oslo. Master of Science in Sociology
1990 - 1996 Cand.mag. (Bachelor) University of Oslo

WORK EXPERIENCE

- 2011 - Associate Professor, BI Norwegian Business School, Department of Strategy
2008 – 2012 Senior researcher, Fafo Institute for Labour and Social Research
2004 – 2008 Doctoral Candidate, Norwegian School of Management, BI
2001 – 2003 Senior Consultant, Terramar AS
2001 Trainee Coordinator, Schibsted ASA
1999 – 2001 Consultant, Strategic Consulting, Capgemini Ernst & Young
1998 Teaching assistant, Department of Sociology, University of Oslo

MAJOR RESEARCH PROJECTS

- 2012-2016 FOCUS Programme, NHH. Study examining integration, headquarter subsidiary relationships and strategic change in MNEs.
2008-2011 Statoil-Hydro Merger Trailing Research project. Collaborative project NHH, Fafo and Iris. Funded by Statoil.
2008 – 2010 Eramet Comilog acquisition of Tinfos jernverk. Collaborative project Fafo and University of Toulouse. Funded partly by Eramet Comilog

PUBLICATIONS

Grøgaard B. and Colman H.L. (2016) "Interpretive Frames as the organization's "Mirror": From Espoused Values to Social Integration in MNEs". Management International Review.

- Stensaker I.G., Colman H.L. and Elter, F (2015): Jakten på effektiviseringsgevinster. *Magma*. (7)
- Colman H.L (2014) *Organisasjonsidentitet*. Cappelen Damm
- Falkum E., Colman H.L. and Bråten M. (2014): "Industrial relations in merger integration." *Economic and Industrial Democracy*. 35: 267-287
- Colman H.L and Lunnan R. (2013): Serieoppkjøp: Økt effektivitet – eller det motsatte?. *Magma*. (6): 6-10
- Colman H.L. and Grøgaard B. (2013) "Integration vacuum: creating action space for global strategy implementation in international acquisitions." *Thunderbird International Business Review*. 55(4):405–418
- Rouzies A. and Colman H.L. (2012) "Identification Processes In Post-Acquisition Integration: The Role of Social Interactions" *Corporate Reputation Review*. 15 (3): 143-157
- Colman H. and Lunnan R. (2011). Organizational Identification and Serendipitous Value Creation in Post-Merger Acquisitions. *Journal of Management*. 37 (3): 839-860.
- Hernes G., Colman H.L, Bråten M., Falkum E., Seip, Å.A. (2011): "Omstilling i norske virksomheter", Fafo-rapport
- Colman, H. L., Stensaker I. G. and Tharaldsen J. Eds. (2011). "A Merger of equals?: The integration of Statoil and Hydro's oil and gas activities." Bergen, Fagbokforlaget.
- Colman, H. L. (2010). "The Interaction of Contributive and Absorptive Capacities in Post-acquisition integration." *Academy of Management Annual Meeting Proceedings*: 1-6.
- Colman, H.L (2009) "Identity and reputation" *Iris notat* 2009:175
- Colman, H. L. (2008). "Organizational identity and value creation in post-acquisition integration". Department of Strategy and Logistics, BI Norwegian School of Management.

Manuscripts under review

- Colman H.L. and Rouzies, A.: "Boundary spanning and intraorganizational mitigation: a relational perspective on post-acquisition integration". In review.
- Rouzies, A., Colman, H.L. and Angwin, D. "Post-acquisition integration in crisis period. Paradoxical and contrasted effects". In review.
- Colman H.L. and Lunnan R. "Between acquisition experience and performance: impediments to acquirers' integration capabilities". In review.
- Colman, H.L.: "Two to tango: Boundary management and Interaction in acquisition integration". Best paper based on dissertation ODC AoM 2010. In review.
- Colman H.L., Grøgaard B. and Stensaker I.G. "Organizational identity construction: negotiating boundaries, securing distinctiveness and managing relationships". In review.

Works in progress

- Grøgaard B. and Colman, H.L.: "International strategy archetypes: Quo vadis?"

Stensaker I., Colman H.L. and Grøgaard B.: "Integration practices and perceptions of justice in a Merger of Equals."

Stensaker I., Colman H.L. and Elter, F.: "Identity and strategy."

Colman H.L., Fakum E. and Rouzies A.: "Union representatives' participation in post-acquisition integration processes"

Teerikangas S. and Colman H.L.: "Inductive theory-building approaches in the study of mergers and acquisitions"

Colman H.L., Hydle K.M. and Lunnan, R.: "Who we are and what we do: strategizing and identity work in post-acquisition integration." Best practice oriented paper SAP AoM 2012

Colman H.L., Rouzies A. and Lunnan R. "Social integration post-acquisition: how identity claims demarcate and compound."

Grøgaard, B., Colman H.L. and Stensaker I.G. "Managing Dual Pressures of Integration and Adaptation: The Danger of Getting 'Stuck in the Middle'".

Colman H.L., Grøgaard B. and Stensaker I.G. "MNE integration processes: A subsidiary perspective".

Teerikangas S., Rouzies A. and Colman H.L. "What actually is post-deal integration following M&A? Toward a Synthesis and Reconceptualization of the Field".

Martinkenaite, I., Colman, H.L. and Lunnan, R. "Conventional and Reverse Knowledge Transfer Post-Acquisition: The Role of Power Imbalance and Political Strategizing."

OTHER SERVICES

Supervision doctoral students

Co-supervisor Daniel Massi, BI

Co-Supervisor Ieva Martinkenaite-Pujanauskiene, BI (Defended thesis 2015)

Reviewer

Ad hoc reviewer for Journal of Management Studies, European Management Journal, British Journal of Management, Long Range Planning.

Visiting professor

University of Toulouse December 2011, March 2013, March 2014, February 2015, November 2015

Awards

2012: Best Practice Oriented Paper Award SAP, Academy of Management Conference, Boston

2010: Best Paper Based on Dissertation, Academy of Management Conference

Other

Associate Dean PhD 2012-

Committee Chairman Vegard Kolbjørnsrud , BI (Defended thesis 2014)

Member assessment committee for Assistant Professorship in Strategic and International Management at Copenhagen Business School (2013)